

September 28, 2000

U.S. Environmental Protection Agency
1200 Pennsylvania Avenue, NW
Washington DC 20460

RE: HADCO now Sanmina (Harassment, Discrimination & Selective Safety Issues)
21 Flagstone Dr
Hudson NH 03051

ATTN: EXECUTIVE DIRECTOR

12R-00-R1

Dear Director:

I would like to file a charge against HADCO Corporation located at 21 Flagstone Drive, Hudson NH for health and safety issues as shown in documents enclosed.

If you are aware of any other agencies where this information is pertinent please advise. I would not like to see this treatment happen to anyone else, it should not be tolerated in today's society, especially with policies and procedures in place either once implemented not to use as a selective tool to suit your needs.

Thank you in advance for your attention regarding this matter.

Respectfully,

[REDACTED]
[REDACTED]
[REDACTED]
Hooksett NH 03106

Enclosures:

CC: (cover letter only, items previously sent)
US Department of Labor / OSHA Concord NH
NH Commission for Human Rights Concord NH
Sanmina Corporation Human Resources / Safety Environmental San Jose, CA

received
10/11/00

U.S. Postal Service

CERTIFIED MAIL RECEIPT

(Domestic Mail Only; No Insurance Coverage Provided)

Article Sent To:

Postage \$

3.20

Certified Fee

1.40

Return Receipt Fee
(Endorsement Required)

1.25

Restricted Delivery Fee
(Endorsement Required)

Total Postage & Fees

\$ 5.85

Name (Please Print Clearly; to be completed by addressee) **ADMINISTRATIVE SERVICES DIV**
SANMINA CORPORATION
 Street, Apt. No., or PO Box No.
2700 NORTH FIRST STREET
 City, State, ZIP+4
SAN JOSE CA 95134

PS Form 3800, July 1999

See Reverse for Instructions

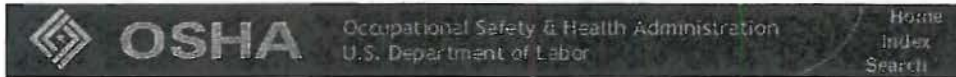
SAMPLE OF DOCUMENTS

First I would like to include some notes for July prior to employee warning dated [REDACTED] given by [REDACTED] to [REDACTED] with no mention of injury included is [REDACTED]'s rebuttal to warning dated [REDACTED] by [REDACTED]. There are many documents that [REDACTED] Facilities / Maintenance Supervisor had but failed to mention on his warning to start his process of getting rid of [REDACTED], there are many documents for each month I will submit a sample for your review.

- 7/1 Doctor's note to be out.
- 7/2 Doctor's note faxed to [REDACTED].
- 7/6 Doctor's note faxed to [REDACTED].
- 7/7 [REDACTED] Occupational Health Nurse from Salem NH office called [REDACTED] told him his Doctor's note was not good enough and he was going to be sent to another Doctor today. [REDACTED] asked if he could go tomorrow he was feeling groggy with prescriptions he was on, [REDACTED] stated you are going today or else your job is on the line, stay by the phone I will call you back, for time, about five minutes later she scheduled [REDACTED] to Occupational Health in Londonderry NH. [REDACTED] should not have been driving that day but did to protect his job, [REDACTED] just chuckled when [REDACTED] stated matter and said I know [REDACTED] from Salem HADCO.
- 7/7 Occupational Health Londonderry NH visit, states no prolonged standing / walking.
- 7/13 Injury notes to [REDACTED].
- 7/13 Light duty, sitting job given in production area.
- 7/15 Bone Scan at concord Hospital.
- 7/15 Concord Orthopedics, [REDACTED] was given a cast to wear to relieve pressure.
- 7/15 Injury notes to [REDACTED].
- 7/16 Internal Medicine notes Hadco.
- 7/19 Injury notes update to [REDACTED].
- 7/22 Physical Therapy started notes to [REDACTED].
- 7/28 Warning issued to David Theriault by [REDACTED] no mention of injury.
- 7/29 [REDACTED] rebuttal to warning.
- 8/4 Injury notes.
- 8/5 Harassment letter submitted to Hadco.
- 8/6 Denial letter from Sentry Insurance.
- 8/9 Rehabilitation services letter.
- 8/10 Doctors note.
- 8/19 Letter to Sentry Insurance.
- 8/30 Metal toe cap for cast, to slip over to cover toes held by velcro.
- 9/1 Employee 2nd warning by [REDACTED] no mention of injury.
- 9/2 Memo to HR about 2nd warning.
- 9/8 - 9/9 [REDACTED] wanting [REDACTED] to put plastic bag over cast to go in areas with water or chemistry on floors etc..

- 9/9 Memo to HR about harassment per conversation.
- 9/21 Doctors note to wear brace.
- 9/29 Injury update memo.
- 10/12 Letter to NH board of nursing.
- 10/13 Certified letter from Hadco.
- 10/18 Injury notes to HR about certified letters.
- 10/27 Letter from NH board of nursing.
- 11/2 [REDACTED] threatening [REDACTED] to sign off items not done.
- 11/9 Memo to HR [REDACTED] threats to put plastic bag over cast.
- 11/10 Hadco letter to [REDACTED].
- 11/11 Doctors note.
- 11/16 Resignation letter due to selective safety issues and threats.

Also included medical to date, copy of cast photo, Hadco policies on HARASSEMENT, EQUAL EMPLOYMENT OPPURTUNINTY and RESPIRATORS.



>> [ABOUT OSHA](#)

Charles N. Jeffress
Assistant Secretary of Labor for
Occupational Safety and Health

12R-00-R1

Charles N. Jeffress, Assistant Secretary of Labor for Occupational Safety and Health, has spent the past 20 years working on labor and workplace issues. Prior to his nomination by President Clinton to head the Occupational Safety and Health Administration (OSHA), Mr. Jeffress was Deputy Commissioner and Director of OSHA at the North Carolina Department of Labor.

Sworn in as Assistant Secretary on Nov. 12, 1997, Mr. Jeffress now directs a staff of more than 2,200. His goal is to reduce injuries, illnesses, and fatalities among the more than 100 million workers at six million work sites that come under OSHA's jurisdiction. Mr. Jeffress is committed to continuing the Clinton Administration's reinvention of OSHA through a five-year strategic plan to increase the agency's effectiveness in improving workplace safety and health. Establishing a standard on ergonomics is his top priority.

He holds a Bachelor of Arts degree from the University of North Carolina at Chapel Hill. He is a 1990 graduate of the Program for Senior Executives in Government at the John F. Kennedy School of Government at Harvard University.

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[Quick Biography]

Contact Information:

U.S. Department of Labor

Office of the Assistant Secretary

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200 Constitution Avenue

Washington, D.C. 20210

(202) 693-2000

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- **Executive Assistant** - Room: S2315 - (202) 693-1900
- **Special Assistant** - Room S2316 - (202) 693-1900
 - **EEOC** - Equal Employment Opportunity Coordinator
Room: 3476 - (202) 693-2150
 - **PAO** - Public Affairs Office
Room: 3647 - (202) 693-1999
 - **OSMP** - Office of Special Management Programs
Room: 3476 - (202) 693-2100
 - **ReO** - Reinvention Office
Room: N-3425 - (202) 693-1819

Last Updated:
January 14,
1999

-- **DISCLAIMER** --

To send comments, please see the following [contact information](#).